Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Army (and below)

For 4th Quarter 2014 for period ending September 30, 2014

This report is based on the Complaint Against hierarchy.

	Comparative Data											
Complaint Activity	Pr	evious	ıta	2014Thru09-30								
	2009	2010	2011	2012	2013	201411111109-30						
Number of Complaints Filed	1207	1320	1283	1226	1144	1267						
Number of Complainants	1109	1239	1205	1157	1065	1206						
Repeat Filers	73	71	65	62	66	57						

Complaints by Dasis			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014Thru09- 30
Race	507	587	506	482	456	474
Color	108	140	118	106	106	117
Religion	52	58	50	44	52	48
Reprisal	475	490	528	504	488	501
Sex	455	495	489	460	406	504
PDA	0	0	0	0	1	4

National Origin	132	121	144	138	148	124
Equal Pay Act	4	1	0	4	1	2
Age	304	318	332	336	314	333
Disability	284	316	315	342	348	408
Genetics	0	0	0	3	2	4
Non-EEO	26	25	31	29	31	36
			Com	parativ	e Data	ı
Complaints by Issue	Pro	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014Thru09- 30
Appointment/Hire	98	87	77	84	62	79
Assignment of Duties	110	107	122	106	144	135
Awards	23	29	20	26	29	18
Conversion to Full-time	1	2	2	0	0	1
Disciplinary Action						
Demotion	36	5	0	5	1	3
Reprimand	33	35	39	38	55	39
Suspension	55	59	67	62	59	65
Removal	31	34	33	25	33	34
Other	36	78	76	89	75	91
Duty Hours	28	28	16	23	27	20
Evaluation Appraisal	144	151	141	132	144	145
Examination/Test	3	3	6	5	2	6
Harassment						
Non-Sexual	428	503	482	490	511	576

Sexual		49	61	6	7	63	56	72
Medical Examination		6	12	9)	12	7	5
Pay (Including Overtime)		41	50	5	1	46	44	49
Promotion/Non-Selection		269	237	20	07	174	160	163
Reassignment							-	-
Denied		16	14	1	0	17	15	17
Directed		32	41	4	0	48	39	37
Reasonable Accommodati	on	39	53	8	4	74	82	75
Reinstatement		3	1	2	2	0	2	0
Retirement		2	5	2	0	13	10	6
Termination		109	138	13	33	133	119	89
Terms/Conditions of Empl	oyment	108	113	10	07	135	121	133
Time and Attendance		51	64	8	1	68	83	86
Training		38	62	5	7	41	49	42
Other		30	26	3	1	22	14	19
			Co	mp	ara	tive I	Data	
Processing Time		Previou	s Fisca	l Y	ear	Data		2014Thru09-
	2009	2010	201	1	20	12	2013	30
Complaints pending during	g fiscal ye	ear						
Average number of days in investigation	218.26	202.53	234.:	54	258	3.31	280.48	212.72
Average number of days in final action	58.48	45.1	54.3	8	70	.92	74.93	144.18
Complaint pending during	fiscal year	ar where	hearin	ıg w	as r	eque	sted	
Average number of days in investigation	218.07	206.69	247.:	58	262	2.92	286.47	212.56
Average number of days in final action	26.33	17.95	30		44	1.4	39.42	80.81

Complaint pending during	g fis	cal	yea	ar wl	nere	hea	aring	wa	s n	ot re	ques	ted		
Average number of days in investigation	2	218.63			.88		193	2	257	.26	26	7.8	210	.81
Average number of days in final action	8	5.8	4	63.	18	5	9.54	1	10	0.66	130).39	225	.54
							C	om	pa	rativ	ve D	ata		
Complaints Dismissed Agency	l by			Pı	evi	ous	Fisc	al Y	Yea	ar Da	ata		2014Tł	1ru09-
		2009 2010 2011 2012 2013							30	0				
Total Complaints Dismiss Agency	sed l	by	2	29	25	66	31	1	2	234	23	37	22	4
Average days pending pridismissal	or to	0		46	34.	86	37.0)9	4.	3.69	48.	.45	36.	75
Cor	npla	aint	s V	Vith	dra	wn	by C	om	pl	ainaı	nts			
Total Complaints Withdra by Complainants	awn		1	55	14	19	14	4]	100	12	22	11	1
							Com	pa	rat	tive I	Data			
Total Final Agency]	Prev	ious	s Fi	scal `	Yea	ar Ì	Data			2014T	hru09-
Actions Finding Discrimination	2	2009	9	20	10	2	2011		2012 2013			13	3	0
	#	(%	#	%	#	%	#	#	%	#	%	#	%
Total Number Findings	19)		13		7		1	0		11		14	
Without Hearing	12	2 6	53	7	54	1	14	2	2	20	2	18	5	36
With Hearing	7	3	37	6	46	6	86	8	3	80	9	82	9	64
Findings of						(Comp	ar	ati	ve D	ata			
Discrimination Rendered by Basis			P	revi	ous	Fis	cal Y	'ea	r I)ata			2014T	hru09-
Note: Complaints can	200	09	Τ	2010)	20	11	2	20	12	20)13	_	0
be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#					#	%	#		%	#	%	#	%

Total Number Findings	19		13		7		10		11		14	
Race	11	58	9	69	2	29	3	30	4	36	2	14
Color	0	0	1	8	0	0	0	0	0	0	2	14
Religion	0	0	0	0	0	0	1	10	0	0	1	7
Reprisal	2	11	4	31	4	57	7	70	4	36	6	43
Sex	1	5	2	15	2	29	1	10	1	9	2	14
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	8	0	0	1	10	0	0	2	14
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	11	1	8	0	0	2	20	3	27	0	0
Disability	3	16	2	15	0	0	1	10	2	18	4	29
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	5	0	0	0	0	0	0	0	0	2	14
Findings After Hearing	7		6		6		8		9		9	
Race	2	29	3	50	2	33	2	25	4	44	1	11
Color	0	0	1	17	0	0	0	0	0	0	2	22
Religion	0	0	0	0	0	0	1	13	0	0	1	11
Reprisal	1	14	4	67	4	67	5	63	3	33	5	56
Sex	1	14	2	33	1	17	1	13	1	11	1	11
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	11
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	29	1	17	0	0	2	25	3	33	0	0
Disability	1	14	2	33	0	0	1	13	1	11	1	11

Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	14	0	0	0	0	0	0	0	0	2	22
							'		'			
Findings Without Hearing	12		7		1		2		2		5	
Race	9	75	6	86	0	0	1	50	0	0	1	20
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	8	0	0	0	0	2	100	1	50	1	20
Sex	0	0	0	0	1	100	0	0	0	0	1	20
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	14	0	0	1	50	0	0	1	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	2	17	0	0	0	0	0	0	1	50	3	60
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
				-		Comp	para	tive D	ata	-	-	
Findings of			Pre	vious	s Fi	scal Y	'ear	Data			2014T	hru09-
Discrimination Rendered by Issue	20	09	20	10	2	011	20)12	20	13	3	0
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	19		13		5		10		10		14	
Appointment/Hire	1	5	2	15	0	0	0	0	0	0	1	7
Assignment of Duties	1	5	0	0	0	0	0	0	0	0	0	0
Awards	0	0	1	8	0	0	0	0	0	0	0	0
Conversion to Full-	0	0	0	0	0	0	0	0	0	0	0	0

time												
Disciplinary Action		-						-		-		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	10	0	0
Suspension	0	0	0	0	0	0	0	0	1	10	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	10	0	0	1	7
Evaluation Appraisal	2	11	0	0	0	0	1	10	0	0	1	7
Examination/Test	1	5	0	0	0	0	0	0	1	10	0	0
Harassment		-						-		-		
Non-Sexual	8	42	6	46	4	80	6	60	1	10	7	50
Sexual	0	0	0	0	0	0	0	0	0	0	1	7
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	3	23	1	20	0	0	4	40	1	7
Reassignment						-		-				
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	8	0	0	0	0	0	0	1	7
Reasonable Accommodation	0	0	1	8	0	0	0	0	1	10	1	7
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	8	0	0	2	20	2	20	1	7
Terms/Conditions of Employment	9	47	0	0	0	0	0	0	1	10	0	0

Time and Attendance	0	0	0	0	0	0	0	0	1	10	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	1	5	0	0	0	0	0	0	0	0	2	14
	<u> </u>		'									
Findings After Hearing	7		6		4		8		8		9	
Appointment/Hire	0	0	2	33	0	0	0	0	0	0	1	11
Assignment of Duties	1	14	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	13	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	13	0	0	1	11
Evaluation Appraisal	2	29	0	0	0	0	1	13	0	0	1	11
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	5	71	0	0	3	75	4	50	1	13	4	44
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	3	50	1	25	0	0	4	50	1	11

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	17	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	17	0	0	0	0	1	13	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	17	0	0	2	25	2	25	1	11
Terms/Conditions of Employment	1	14	0	0	0	0	0	0	1	13	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	13	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	1	14	0	0	0	0	0	0	0	0	2	22
Findings Without Hearing	12		7		1		2		2		5	
Appointment/Hire	1	8	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	1	14	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	50	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0

	1					1		1		1	1	1
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	1	8	0	0	0	0	0	0	1	50	0	0
Harassment												
Non-Sexual	3	25	6	86	1	100	2	100	0	0	3	60
Sexual	0	0	0	0	0	0	0	0	0	0	1	20
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment						-					-	-
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	1	20
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	20
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	8	67	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
							Con	nparat	ive	Data	ļ.	
Pending Complaints Previous Fiscal Years				Pro	evio	ous F	iscal	Year l	Data	ı	2014Tl	hru09-
revious riscai rears	Jy D	iaius		2009	20	10	2011	2012	2 20	013	3	
Total complaints from p Fiscal Years	revio	ous		312	40	03	414	494	ϵ	61	82	24

Total Complainants	285	365	382	446	600	748
Number complaints pending						
Investigation	17	30	22	36	28	21
ROI issued, pending Complainant's action	13	11	6	21	19	12
Hearing	268	340	357	399	569	647
Final Agency Action	14	22	29	38	45	144
Appeal with EEOC Office of Federal Operations	*	*	*	*	229	241
			Com	parativ	ve Data	ı
Complaint Investigations	Pro	evious 1	Fiscal Y	Year D	ata	2014Thru09-
	2009	2010	2011	2012	2013	30
Pending Complaints Where Investigations Exceed Required Time Frames	79	110	120	232	146	65